

## FACILITATION

# Kick-Starting Your Team

In high performing organizations these days, cross functional teams, matrix teams, project teams and task forces are commonplace.

These groups have high demands placed on them to produce results-quickly! For this reason, in these limited life teams there is an almost overwhelming tendency to dive right into the work of the team on Day 1 without paying any heed to the human dynamics of the group. This focusing on “what” team members must deliver without planning for “how” they will work together usually comes back later to reduce the group’s capacity to meet its deliverables and deadlines.

Frequently assembled from different parts of the organization, members of these teams bring different perspectives, assumptions, needs and ways of working. They must, however, sort out their human dynamics early on and get everyone aligned with and committed to the team’s objectives.

We fast-track your limited life team to high performance by spending just one day-at the front end-helping sort out its human dynamics and processes so that it can then turn its attention productively to the job at-hand.

Your group will address fundamentals critical to the team’s success:

- Team purpose
- Operating guidelines
- Deliverables
- Expectations of members

- Skills, knowledge, experience each member brings
- Commitment to team success
- Relations with the “champion(s)” to whom it reports
- What to do when we get “stuck”

Your team members will leave this session with a sense of cohesion, confidence, enthusiasm, and focus, as well as an appreciation for the “soft” skills that will drive their “hard” results.

### SPECIAL FEATURE:

Our team-building service normally incorporates the powerful team process tool, the Teamwork Palette® into the event. This tool helps your team deal quickly and effectively with human dynamics issues that can otherwise slow you down and, in some cases, prevent you from achieving your team goals. Using the Palette is a perfect way to sustain your team’s effectiveness long after your team-building retreat is over.



*On all accounts you have exceeded our expectations. You have consistently scored 4's and 5's out of 5, with glowing comments received from what can be a very critical audience."*

Martin Krogh, Senior Training Consultant, OPS Learning and Development



**SAMPLE OF OVER 250 CLIENTS SERVED:**

American Institute of Certified Public Accounts  
Art Gallery of Ontario  
Bell Canada)  
Burger King  
California Institute of Mental Health  
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Caribbean Tourism Organization  
City of Toronto  
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The Federal Judicial Center  
Hewlett-Packard  
Honeywell  
Hunton & Williams (law firm)  
Lockheed-Martin  
National Association of Convenience Stores  
North York Branson Hospital  
Royal Bank of Canada  
Sunkist Growers  
Zurich Insurance

Fulcrum Associates is a leadership development firm dedicated to helping our clients leverage the talents of their managers and teams for significantly superior results.

Fulcrum offers facilitation services and executive coaching that help managers—mid-level to executive—generate consistently high performance by (1) fostering commitment and accountability in their employees and (2) building productive teams.

Fulcrum Associates was founded in 1988. We are headquartered in Northern Virginia, with a presence in Toronto. Over three decades we have worked extensively with clients on both sides of the border. These include organizations from the corporate, public, and not-for-profit sectors, as well as associations.



IAN COOK, MILR, CSP IS A SEASONED PRESENTER, GROUP FACILITATOR, AND LEADERSHIP COACH.

His leadership coaching addresses the so-called *outer game* of leaders' behaviors, decisions, and competencies as well as their *inner game* of assumptions, beliefs, and ingrained thought patterns that ultimately determine their success.

Ian facilitates team building for leadership teams, limited life teams, and whole department events.

He is the author of: *Would They Call You Their Best Boss Ever? Practical Tips and Insights for the Successful Manager*

Ian began his independent practice in 1988, following seventeen years of corporate experience in both the high tech manufacturing and transportation industries.

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